

Message Text

CONFIDENTIAL

PAGE 01 NASSAU 00325 270300Z

70

ACTION PM-04

INFO OCT-01 ARA-06 ISO-00 CIAE-00 H-02 INR-07 L-03 NSAE-00

NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06 EUR-12 EB-07

SIL-01 LAB-04 /077 W

----- 028929

R 261422Z FEB 76

FM AMEMBASSY NASSAU

TO SECSTATE WASHDC 7884

INFO SECDEF WASHDC

SECNAV WASHDC

CNO WASHDC

NUSC NEWPORT RI

AUTEN ANDROS BAHAMAS

C O N F I D E N T I A L NASSAU 0325

E.O. 11652: GDS

TAGS: MARR BF

SUBJ: ATTEMPT BY GCOB MINISTER TO INCREASE EMPLOYMENT OF
BAHAMIANs AT AUTEC

REF: NASSAU 0184 (NOTAL)

1. AS AGREED AT MEETING WITH MINISTER OF LABOR DARLING AND
MINISTER OF HOME AFFAIRS ROLLE (REFTEL), EMBASSY OFFICERS
AND AUTEC REPRESENTATIVES MET MORNING OF FEB. 24 WITH GCOB
OFFICIALS TO DISCUSS POSSIBILITY OF EMPLOYING ADDITIONAL
BAHAMIANs AT AUTEC BASE. BAHAMIANs PRESENT AT MEETING
INCLUDED PERM SEC, MINISTRY OF LABOR H. A. MUNNINGS, PERM
SEC, MIN OF HOME AFFAIRS A. B. BARNETT, DIRECTOR OF IMMI-
GRATION BARBARA PIERRE, C. H. TURNQUEST AND MISS SYMONETTE,
BOTH OF MINISTRY OF LABOUR. AMERICANs ATTENDING WERE DCM,
NLO, OINC AUTEC, RCA NAVY PROJECT MANAGER, RCA AUTEC RANGE
MANAGER, AND RCA AUTEC INDUSTRIAL RELATIONS MANAGER.

2. GREATER PART OF MEETING WAS DEVOTED TO EXPLAINING: (A)
HOW AUTEC DETERMINED WHICH POSITIONS WOULD BE AVAILABLE TO
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 NASSAU 00325 270300Z

BAHAMIANs (I.E., RESTRICTIONS PLACED ON HIRING BY SECURITY

REQUIREMENTS), (B) WHY ALL 92 POSITIONS WHICH COULD BE FILLED BY BAHAMIANS WERE NOT OPEN IMMEDIATELY BUT WOULD BE OPENING AT FUTURE DATES GIVEN THE PRESENT ATTRITION RATE OF U.S. PERSONNEL AND (C) A PROCEDURE WHEREBY AUTECH WOULD UNDERTAKE TO MAKE AVAILABLE TO GCOB DESIGNATE ON A REGULAR BASIS NUMBER OF JOBS TO BE OPEN AND TYPE OF JOB FOR A GIVEN FUTURE PERIOD. IN THIS REGARD, IT WAS AGREED THAT RCA INDUSTRIAL RELATIONS MANAGER, AUTECH, WOULD TELEPHONE TURNQUEST OF THE MINISTRY OF LABOUR ON A WEEKLY BASIS STATING THAT AUTECH WOULD HAVE SO MANY JOBS IN GIVEN CATEGORIES WHICH COULD BE FILLED BY BAHAMIANS IN SPECIFIED PERIOD OF TIME. THIS TELEPHONE CALL WOULD BE FOLLOWED UP BY A LETTER WITH AN INFO COPY TO THE EMBASSY. IT WOULD THEN BE INCUMBENT ON THE MINISTRY OF LABOUR TO SUPPLY NAMES OF PROSPECTIVE BAHAMIAN EMPLOYEES TO RCA INDUSTRIAL RELATIONS MANAGER WHO WOULD ARRANGE APPOINTMENTS FOR INTERVIEWS AT AUTECH. (IT WAS AGREED THAT BAHAMIAN JOB APPLICANTS FROM OTHER THAN ANDROS ISLAND WOULD UTILIZE THE AUTECH PLANE WHICH FLIES ROUND TRIP FROM NASSAU TO THE BASE EVERY SATURDAY). IF THE APPLICANTS WERE QUALIFIED, THEY WOULD BE HIRED. IF NOT, AUTECH WOULD THEN RECRUIT ON THE US LABOR MARKET.

3. DURING COURSE OF DISCUSSION, IT WAS POINTED OUT BY AMERICAN SIDE THAT SIMILAR MEETINGS IN THE PAST HAD NOT PRODUCED RESULTS, WHICH WAS UNFORTUNATE GIVEN CONTRACTOR'S DESIRE TO ACHIEVE LESS EMPLOYEE TURNOVER AND MORE JOB CONTINUITY AT BASE. THIS WAS DUE LARGELY TO NON-ANDROSIANS NOT WISHING TO LIVE IN ANDROS WHERE ADEQUATE HOUSING WAS DIFFICULT IF NOT IMPOSSIBLE TO OBTAIN AND BECAUSE OF ANDROSIANS RELUCTANCE TO ACCEPT "OUTSIDERS" IN THEIR MIDST. WHILE CONCEDING SECOND POINT, PERMSEC BARNETT INQUIRED WHETHER IT MIGHT NOT BE POSSIBLE TO LODGE WORKERS AT THE BASE AS WAS THE CASE WITH AMERICAN EMPLOYEES. THE RCA REPRESENTATIVES EXPLAINED THAT THE TERMS OF EMPLOYMENT BEING OFFERED BAHAMIANS WAS A STRAIGHT SALARY AND MATTER WAS NOT PURSUED.

4. PERMSEC BARNETT, PREFACING REMARKS BY SAYING THAT "IT LOOKS AS THOUGH AUTECH WILL BE HERE FOR YEARS TO COME," ALSO RAISED QUESTION OF POSSIBILITY OF TRAINING BAHAMIANS TO ACQUIRE ADDITIONAL SKILLS. THIS WOULD CAUSE LIST OF JOBS TO BE INCREASED AND RAISE QUALIFICATIONS OF

CONFIDENTIAL

PAGE 03 NASSAU 00325 270300Z

BAHAMIANS WHO MIGHT STAY ON AT AUTECH OR EVENTUALLY SEEK POSITION ELSEWHERE IN BAHAMAS. HE WAS TOLD THAT THIS ISSUE WAS INCLUDED IN A COMMUNICATION FROM THE EMBASSY TO THE MINISTRY OF EXTERNAL AFFAIRS IN THE CONTEXT OF THE FACILITIES NEGOTIATIONS WHICH WAS NOW BEING STUDIED BY MINISTER ADDERLEY, AND MATTER WAS DROPPED.

5. PERMSEC WAS ALSO GIVEN BACKGROUND ON U.S. HIRING PRACTICES

IN GRAND BAHAMA AND ELEUTHERA AND SPECIFICALLY ASKED IF HE WOULD BE INTERESTED IN INSTITUTING EMPLOYMENT PROCEDURES IN THOSE ISLANDS SIMILAR TO THE ONE AGREED UPON FOR ANDROS. HE SHOWED LITTLE ENTHUSIASM FOR THE IDEA AND IN EFFECT STATED THAT HIS PRIMARY IF NOT SOLE INTENT WAS TO GET MORE BAHAMIANS HIRED AT AUTC.

6. COMMENT: A. DESPITE ASSURANCES FROM MINISTERS ROLLE AND DARLING THAT SUFFICIENT QUALIFIED BAHAMIANS CAN BE RECRUITED FOR POSITIONS (REFTEL) AND APPARENT CONFIDENCE ON THIS SCORE DISPLAYED BY BAHAMIAN OFFICIALS IN TODAY'S MEETING, EMBASSY AND AUTC OFFICIALS REMAIN SKEPTICAL. PREVIOUS EXERCISES SUCH AS THIS HAVE ENDED IN FAILURE OF GCOB TO RECRUIT CANDIDATES AND DIMINISHING INTEREST ON THEIR PART TO CONTINUE EXERCISE AFTER INITIAL ATTEMPTS HAVE FAILED. IN EMBASSY'S OPINION, HOWEVER, THIS MIGHT NOT BE THE SCENARIO THIS TIME AROUND. AS WE SEE IT, THERE WILL ONCE AGAIN MOST LIKELY BE A FAILURE TO RECRUIT QUALIFIED BAHAMIANS. INSTEAD OF DROPPING SUBJECT AS WAS PAST PRACTICE, HOWEVER, GCOB MAY WELL GO ONE STEP FURTHER AND LOOK INTO THE REASONS WHY THEY ARE UNABLE TO PRODUCE BODIES TO FILL SLOTS. SHOULD THEY DO THIS, THEY WILL MOST LIKELY COME BACK TO US WITH TWO HARD QUESTIONS, I.E. (1) WHY WE CANNOT PROVIDE HOUSING AND SUSTENANCE TO BAHAMIANS AS WE ARE NOW PROVIDING AMERICANS PERFORMING THE SAME JOBS OR WHY WE CANNOT PROVIDE BAHAMIANS HIGHER SALARIES IN LIEU OF THIS, AND (2) ARE THE WAGES BEING NOW PAID AT AUTC IN LINE WITH WAGES AT OTHER U.S. FACILITIES IN THE BAHAMAS OR ARE SALARIES AT AUTC COMPARABLE TO SALARIES PAID FOR SIMILAR WORK IN BAHAMIAN PRIVATE SECTOR. WITH REGARD TO (1), TO PAY NEWLY RECRUITED BAHAMIANS A BONUS IN LIEU OF HOUSING AND SUBSISTENCE WOULD CREATE PROBLEMS FOR THE 125 BAHAMIANS ALREADY EMPLOYED AT THE BASE WHO RECEIVE NO SUCH BONUS. WITH REGARD TO (2), IT APPEARS THAT THE PRESENT WAGE SCALE AT AUTC IS BASED ON AN OUT-OF-DATE

CONFIDENTIAL

CONFIDENTIAL

PAGE 04 NASSAU 00325 270300Z

1973 SURVEY AND THERE HAVE ALREADY BEEN SUGGESTIONS BY MIN OF LABOUR TO EFFECT THAT IT SHOULD BE REVIEWED AND REVISED UPWARD. THE EMBASSY, THEREFORE, REQUESTS THAT CONTRACTOR AND DOD BEGIN GIVING THOUGHT NOW TO THESE POTENTIAL PROBLEMS SO AS TO BE IN A POSITION TO PROVIDE A TIMELY RESPONSE WHEN QUESTIONS ARE POSED.

B. EMBASSY DOES NOT ATTRIBUTE MAJOR SIGNIFICANCE TO BARNETT'S REMARK TO EFFECT THAT AUTC'S CONTINUED PRESENCE IN ANDROS IS NOT IN QUESTION. WHILE A COMFORTING AND WELCOME THOUGHT, IT IS NEVERTHELESS ONLY THE VIEW OF A SECOND ECHELON GOVERNMENT OFFICIAL WHOSE OWN MINISTER MAY OR MAY NOT BE PRIVY TO THE PRESENT THINKING OF MINEXTAFF ADDERLEY AND PRIME MINISTER PINDLING ON THE FACILITIES QUESTION.

C. AS FOR BARNETT'S CONCENTRATION ON AUTC AND ANDROS AS OPPOSED TO NAVFAC AND ELEUTHERA, ETC. IT SERVES AS FURTHER

PROOF, IF ANY WERE NEEDED, THAT THIS INITIATIVE WAS INITIALLY AND REMAINS POLITICALLY INSPIRED, IS DIVORCED FROM THE FACILITIES NEGOTIATIONS AS A WHOLE, AND REPRESENTS THE INTENT OF BARNETT'S BOSS AND MINISTER OF THE HOUSE AND MINISTER OF HOME AFFAIRS ROLLE, TO GET RE-ELECTED FROM FRESH CREEK IN THE UPCOMING ELECTION.

D. AT SAME TIME IT IMPORTANT THAT WE DEMONSTRATE ABILITY AND WILLINGNESS TO BE RESPONSIVE SINCE THIS CAN BE USED BY US IN SUBSEQUENT EXCHANGES ON NEGOTIATIONS TO DEMONSTRATE INCREASED POTENTIAL FOR JOBS AT U.S. FACILITIES. IN DUE COURSE, OUR WILLINGNESS TO TRAIN BAHAMIANS TO TAKE OVER NON-SECURITY LIMITED JOBS AND AN ABILITY TO PAY THEM ON SCALE COMPARABLE TO GOING WAGE THROUGH SALARY UPGRADE AND/OR FRINGE BENEFIT PAYMENT TO EQUALIZE HOUSING AND SUBSISTENCE PAID NON-BAHAMIAN COULD BE HIGHLY IMPORTANT. AS IT IS BAHAMIANS DOING SIMILAR JOBS TO AMERICANS ARE BOTH PAID LESS AND ARE NON-RECIPIENTS OF HOUSING AND SUBSISTENCE FRINGE BENEFITS. WHILE EMBASSY WOULD PREFER TO STEER AWAY FROM THIS ISSUE, IT MAY BE PROBED BY GCOB AND WE SHOULD BE IN A POSITION TO OFFER EQUITABLE ARRANGEMENT.

WEISS

CONFIDENTIAL

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: FOREIGN SERVICE LOCAL EMPLOYEES, EMPLOYMENT SERVICES, MILITARY BASES, MEETINGS
Control Number: n/a
Copy: SINGLE
Draft Date: 26 FEB 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: coburnhl
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976NASSAU00325
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Film Number: D760073-0596
From: NASSAU
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760210/aaaaaief.tel
Line Count: 189
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION PM
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: 76 NASSAU 184
Review Action: RELEASED, APPROVED
Review Authority: coburnhl
Review Comment: n/a
Review Content Flags:
Review Date: 07 JUL 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <07 JUL 2004 by saccheem>; APPROVED <20 OCT 2004 by coburnhl>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: ATTEMPT BY GCOB MINISTER TO INCREASE EMPLOYMENT OF BAHAMIANS AT AUTEC
TAGS: MARR, ELAB, BF, US, AUTEC
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006